LIVELIHOODS
Strategy
BRAZIL
2023-2025
Introduction

This document presents the strategy adopted by the UN Refugee Agency (UNHCR) to support forcibly displaced persons in their socio-economic and productive inclusion in Brazil between 2023 and 2025, prioritizing people who live below the poverty line and/or persons with specific needs. To achieve this goal, UNHCR works with Brazilian public and private initiatives and in partnership with different government levels, the private sector, civil society organisations, academia, other UN agencies, funds and programmes, and coordinated action forums. The objective is including this population in public and private services and professional education, employability and entrepreneurship opportunities – including Portuguese language courses – through adapted and sensitive public policies at the federal, state and municipal levels.

At the economic and financial level, UNHCR supports existing employment and income-generation programmes and encourages the involvement of the private sector and development actors. The expected result is that income generation will help expand the autonomy and dignity of the forcibly displaced, as well as boost local development and create new business and tax collection opportunities, further contributing to improving the well-being of host communities.
**Context**

**BRAZIL**

**5th in the world** in receiving displaced Venezuelans

**2nd highest** number of Venezuelans recognised as refugees

426,000 Venezuelans currently live in Brazil

Other nationalities arriving in the country:

- Syria
- Senegal
- Angola
- DRC
- Afghanistan
- Ukraine

Source: Interagency Coordination Platform for Venezuelan Refugees and Migrants (R4V) in March 2023 [r4v.info/pt/brazil](http://r4v.info/pt/brazil)

**EMPLOYABILITY**

84,000 Venezuelan refugees and migrants are currently employed in the formal labour market

- Industry (machinery and vehicle operators)
- Hospitality
- Personal and cleaning services
- Private security

Source: Annual Social Information Report (RAIS) and General Employment and Unemployment Registry (CAGED). End of 2022

**Venezuelan refugees and migrants in Brazil**

Are 30% less likely to access social services due to poverty


**Venezuelan refugee and migrant children**

53% less likely to go to school if compared to Brazilian children


42% school-aged children enrolled in regular education

Source: School Census (2021)

**Venezuelan refugee and migrants**

Younger and more likely to have completed high school if compared to Brazilians

1/3 chances of being hired in the formal labour market

Work in low-quality, lower-paying jobs if compared to the Brazilian population.

More recent influx of Venezuelans shows lower educational level and concentration of interiorization in the South

- Venezuelans represented over 70% of the people in need of international protection in Brazil in 2021, but the influx of people from Afghanistan has shown significant growth recently (180% per year between 2020 and 2022)

- Indigenous Venezuelans account for 6% of the Venezuelan population in Brazil, according to UNHCR records, totalling 8,4 thousand between 2018 and 2022

- More recent waves of Venezuelan influx show a younger age profile and a lower educational level
  - Afghan refugees have high educational levels (+60% with higher education)

- 10 professions concentrate the previous professional experience of 2/3 of the refugees registered with UNHCR
  - While most of the Venezuelans have experience in construction, personal services and sales, Afghan refugees tend to have professional experience in management, law and medicine

- The South Region of Brazil concentrates +50% of the interiorized refugees
  - Improvement in the Employment-based modality of Interiorization in the South Region led to an increase of refugees in that region between 2021 and 2022, making the region the main focus of this modality
Five main obstacles impact the employability journey of refugees in Brazil

1. Low proficiency in the Portuguese language
2. Challenges to identify and use available resources and digital media
3. Limited access to job vacancies, especially formal ones
4. Lack of professional training or professional training different from the opportunities available
5. Discrimination and lack of adaptation to refugees and migrants

Baseline
- Initial conditions related to location, capacity, family structure, etc.

Search for job vacancies
- Mapping of vacancies within the criteria of choice of the refugees

Application
- Preparation of documents and application for the desired vacancies

Professional performance
- Professional performance and continuous improvement

Aftercare
- Continuous care after insertion in the labour market

Preparation
- Training for working in the desired positions
The obstacles impact people in different ways

<table>
<thead>
<tr>
<th>Country of origin</th>
<th>Special needs</th>
<th>Individuals</th>
<th>Families</th>
<th>Language proficiency</th>
<th>Identification of resources</th>
<th>Access to job vacancies</th>
<th>Professional training</th>
<th>Discrimination and adaptation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Argentina</td>
<td>Indigenous</td>
<td>Soldier</td>
<td>Single-Parent</td>
<td>Medium impact</td>
<td>Medium impact</td>
<td>Significant impact</td>
<td>Very high impact</td>
<td>Medium impact</td>
</tr>
<tr>
<td>Afghanistan</td>
<td>LGBTQIA+</td>
<td>Police</td>
<td>Two parents</td>
<td>Significant impact</td>
<td>Significant impact</td>
<td>Medium impact</td>
<td>Very high impact</td>
<td>Medium impact</td>
</tr>
<tr>
<td>Bangladesh</td>
<td>Women</td>
<td>Journalist</td>
<td>Two parents</td>
<td>Significant impact</td>
<td>Significant impact</td>
<td>Medium impact</td>
<td>Very high impact</td>
<td>Medium impact</td>
</tr>
</tbody>
</table>

Fonte: Entrevista com refugiados e migrantes, entrevistas com empregadores
Context

Venezuelans face an employability gap and are concentrated in a few companies in the South and Southeast regions

- There was a significant increase in the number of Venezuelans employed between 2018 and 2022 (~65k new Venezuelans employed), but there is still a relevant gap between employed Venezuelans and the rest of the population in need of international protection (+ 180,000)
  - The hiring of Venezuelans in 2022 was up 35%, 3x higher than the hiring of Brazilians

- Services (23%), industry (23%), food manufacturing (11%) and construction (9%) accounted for 66% of the hired Venezuelans in 2022
  - The industry and food manufacturing sectors have a higher concentration of Venezuelans if compared to Brazilians

- Some companies have a high employability impact: 20 companies concentrate 20% of the Venezuelan employees in Brazil, 60% of the people hired work in companies with up to 10 Venezuelans

- The South (47%) and Southeast (36%) regions concentrate the hiring of Venezuelans, Santa Catarina alone is responsible for 24% of the total Venezuelans hired

- Venezuelans are more likely to suffer professional relegation than Brazilians, they are also more likely to access underemployment or the informal market

Source: Harmonized RAIS-CTPS-CAGED database, UNHCR Global Report, CAGED, ProGress V4, Employment data by CNPJ based on RAIS 2020, public reports
Companies are motivated to hire for business reasons and tend to adapt the hiring process

The primary motivation for hiring is business necessity

Companies develop a specific process for hiring refugees and migrants.

### Difficulty in hiring Brazilians

- Challenging *working conditions*
- Scarce *local* workforce
- Demand for a *2nd language*

### Positive human resources and diversity and inclusion outcomes

- **20-25% less turnover** than with local workers
- More *commitment*
- More *training/professional experience*
- Promotion of *diversity and inclusion*

Source: Interview with refugees and migrants, interviews with employers
Definition of priority areas for the Strategy

1. Waged Employment
2. Entrepreneurship and Self-Employment
3. Education and Portuguese Courses
4. Inclusive Public Policies
5. Interiorization

Enabling Factors

- Strategic Engagement Plan with Development Actors
- Communication with communities and Digital Inclusion
- United Nations Cooperation for Development Framework
- Alignment between Multifunctional Team and Field Offices
Prioritization of groups with specific needs

The proposed actions give priority to groups that face the most obstacles in local integration, like access to income generation and formal jobs, vocational and Portuguese courses, basic education, health and social assistance services.

- Women (especially chiefs of single-parent families)
- Indigenous people
- People over 50
- LGBTIQ+ population
- People with disabilities
- People with health conditions
- Youth
- People sheltered in the Boa Vista emergency shelters for a long time
1 WAGED EMPLOYMENT
## Theme: Waged Employment

### Problem
- Difficulty in accessing the formal labour market

### Causes
- National and local context of rising unemployment rates
- Non-acceptance of documentation provided by refugees (non-recognition by companies and difficulty in updating documents)
- Difficulty in accessing vocational training
- Distance from residence to workplace and high transportation costs
- Registration on recruitment platforms does not contain a field to identify the person as a refugee, which makes it difficult for companies to potentially search for refugee candidates
- Refugee professionals without the technical qualification necessary for some of the job vacancies offered
- High incidence of labour exploitation
- Employers’ ignorance of the refugee legislation, including the possibility of hiring refugees as young apprentices or temporary workers
- Xenophobia, discrimination and cultural barriers to refugees and migrants
- Difficulty in opening a bank account
- Difficulty and high cost in proving professional experience and qualification
- Difficulty in drafting and updating professional resumes
- Lack of knowledge of the refugee population about forms of access to the formal labour market
- Underemployment more common among refugees than among the Brazilian population
- Absence of public policies adapted to refugees to make access to the formal labour market more effective
- Lack of digital inclusion, difficulty by the refugees to identify and use available resources and digital tools
- Language barrier, low proficiency in the Portuguese language, which impacts access to work and public policies and services

### Vision
- Access to formal work by refugees and migrants is increased so as to approach the same level of inclusion of the host community

### Related Studies
- CAUSES

<table>
<thead>
<tr>
<th>Problem</th>
<th>Vision</th>
</tr>
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<tbody>
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<td>Difficulty in accessing the formal labour market</td>
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**Related Studies:**

- Studies on barriers to employment for refugees and migrants
- Analysis of public policies aimed at improving employment opportunities
- Research on the role of digital tools in access to employment
- Case studies on successful integration of refugees into the labour market
- Education and training programs for refugees

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**Conclusion:**

By addressing the identified causes, strategies can be developed to improve access to formal work for refugees and migrants. This includes enhancing documentation processes, reducing language barriers, and improving the matching process between refugee profiles and job vacancies. Public policies need to be adapted to better support refugees in accessing the formal labour market, while also addressing the digital inclusion challenges they face.
**THEME: WAGED EMPLOYMENT**

**PROPOSED ACTIONS**

- To expand and strengthen awareness and engagement with employers in sectors with higher hiring potential in each region, with a focus on strengthening the Companies with Refugees Platform and Forum.
- To expand and systematize the performance of partners with the offer of employability support, and encouraging them to work as networks. Expanding and connecting partners to support employability in strategic areas.
- Seeking partnerships to foster the digital inclusion of the refugee population.
- To increase the dissemination of information on labour rights and working arrangements to reduce vulnerability.
- To continue promoting the complementary offer of professional training through partners who offer nationally recognized certificates.
- To build capacity and raise awareness among companies on how to find and hire refugees.
- To encourage partner civil society organisations and companies to meet minimum standards (e.g., the standards listed on the Companies with Refugees website).
- To support regional matching events (e.g., take advantage of graduation events to promote “job fairs” with companies that are looking to hire).
- To support existing public employability policies through technical support for the strengthening of SINE, with awareness-raising and training actions to provide technical knowledge and coordinated articulation with local UNHCR offices.
- To give visibility to actions and campaigns by private companies to place this population on the job market, and to provide awareness-raising and technical support to partners.
- To advocate for the free provision of training by the public and private systems (e.g., Sistema S).
- To intensify communication actions emphasizing that accessing formal employment does not lead to the loss of social benefits (such as Bolsa Família) under certain circumstances.
- To expand number of companies engaged in recruiting refugees.
- To seek “green” job opportunities (in the sustainability field) for refugees and migrants.

**VISION**

Access to formal work by refugees and migrants is increased so as to approach to the same level of inclusion of the host community.

**PROBLEM**

Difficulty in accessing the formal labour market.

**VISION**

Access to formal work by refugees and migrants is increased so as to approach to the same level of inclusion of the host community.

**1. Access to formal work by refugees and migrants is increased so as to approach to the same level of inclusion of the host community.**
**Theme:** Waged Employment

**Problem:**
Difficulty in accessing the formal labour market

**Expected Results:**
- Empowered refugees and migrants with technical capacity and informed on labour issues
- Companies/private sector with more flexible hiring processes and knowing where to find refugee and migrant candidates with professional profiles compatible with the job openings available

**Vision:**
Access to formal work by refugees and migrants is increased so as to approach to the same level of inclusion of the host community

**Actors:**
- Federal Government, Labour Prosecutor’s Office, state and municipal secretariats
- Civil society organisations working with employability
- SINE, partner civil society organisations and other platforms strengthened and informed to meet the demand of employers and assist in the process of labour inclusion
- Labour market placement companies and partner civil society organisations acting in the professional preparation of skilled refugees
- Refugees with more access to the Brazilian formal labour market and in equal conditions to the host community
- Better working conditions and access to income for refugees
- More employment opportunities for refugees

**Access to formal work by refugees and migrants is increased so as to approach to the same level of inclusion of the host community**

- Labour market intermediaries
- Business federations, chambers of commerce and industries
- Universities and educational institutions
- International development actors and financial institutions
- United Nations agencies (such as ILO, UNDP, IOM, UNIDO, IFAD, UN Women, UNICEF, UNESCO, among others)
- Organisations led by refugees and migrants
- ABRH
- R4V Platform
- Private sector
- Companies with Refugees Forum
### Indicators

<table>
<thead>
<tr>
<th>Indicators</th>
<th>Other Possible Indicators</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of events, workshops and seminars organised</td>
<td>Proportion of employees of target nationalities (RAIS and IBGE data)</td>
</tr>
<tr>
<td>Number of government institutions and NGOs that received support and technical assistance for the protection and integration of refugees, Indigenous refugees and migrants</td>
<td>Proportion of vacancies occupied through partners versus total vacancies available</td>
</tr>
<tr>
<td>Number of refugees, migrants and Indigenous refugees supported and with access to technical or professional skills certificates and training</td>
<td>Average salary of these nationalities versus the salaries received by Brazilians with comparable characteristics (RAIS data)</td>
</tr>
<tr>
<td>Number of refugees, migrants, Indigenous refugees and host community members supported by job placement initiatives</td>
<td>Number of refugees receiving support from employability partners</td>
</tr>
<tr>
<td>Number of private sector employers who have hired refugees and migrants as a result of awareness-raising and/or capacity-building initiatives</td>
<td>Level of satisfaction of the refugees with the support received from employability partners</td>
</tr>
<tr>
<td>Number of vacancies created by companies in the Companies with Refugees Forum</td>
<td>Number of refugees employed up to six months after training</td>
</tr>
<tr>
<td>Percentage of vacancies reserved for refugees in the Companies with Refugees Forum</td>
<td>Average cost and time for the validation of diplomas</td>
</tr>
<tr>
<td>Number of jobs vacancies filled through the Companies with Refugees Platform</td>
<td>Number of refugees who received psychosocial support focused on employability</td>
</tr>
</tbody>
</table>
ENTREPRENEURSHIP AND SELF-EMPLOYMENT
**THEME: ENTREPRENEURSHIP AND SELF-EMPLOYMENT**

**PROBLEM**

- Difficulty in accessing entrepreneurship and self-employment

**VISION**

- Refugee population with greater possibility of becoming entrepreneurs and accessing self-employment in a safe and sustainable way, with access to promotion and financial inclusion policies

**CAUSES**

- Lack of appropriate knowledge and information on how to start and run a business
- Not being able to open a bank account, access microcredit or seed capital
- Lack of knowledge about UNHCR and its partners or their initiatives to promote entrepreneurship
- Lack of inclusion and financial education
- Lack of knowledge of the market and business environment in Brazil
- Lack of entrepreneurship promotion policies for the refugee population
- Digital exclusion
- Lack of information on labour exploitation and the assigning of value to work
- Part of the population engages in entrepreneurship not by choice, but due to the lack of formal employment opportunities and as a form of underemployment

**PROPOSED ACTIONS**

- To promote peaceful coexistence events between Brazilian and refugee entrepreneurs
- To expand partnerships with microcredit programmes for vulnerable populations and support their dissemination to the refugee population
- To map and disseminate existing entrepreneurship and targeted microcredit policies and initiatives
- To advocate with the Central Bank, the Brazilian Federation of Banks (FEBRABAN) and financial institutions at the national and local level for the creation of national regulations for the inclusion of the refugee population, thus promoting their access to bank accounts and financial services
- To foster communication actions and the training of community agents so they can inform refugees on how to become entrepreneurs and access microcredit
- To ascertain the socio-economic profile and financial inclusion level of refugees with support from development actors and agencies
- To promote local awareness-raising and capacity-building for banking and financial professionals
- Cash-based interventions (CBI) connected with access to banking services
### Theme: Entrepreneurship and Self-Employment

**Problem:** Difficulty in accessing entrepreneurship and self-employment

- To offer training in business financial management and banking services
- To identify partners to increase business mentoring opportunities
- To support to federal, state, and municipal policies and plans aimed at integrating refugees and contemplating their financial inclusion

**Vision:** Refugee population with greater possibility of becoming entrepreneurs and accessing self-employment in a safe and sustainable way, with access to promotion and financial inclusion policies

- Publicization of refugee entrepreneurs on UNHCR platforms, in particular the “Refugee Entrepreneurs” platform and on partner platforms
- Training for refugees on digital marketing and digital sales via digital platforms and marketplaces
- Guidance on how to keep receiving financial aid (such as Bolsa Família) under certain conditions even if the beneficiary is a micro-entrepreneur (MEI)
- Promotion of the inclusion of refugees in cooperatives and other collective self-management enterprises, especially linked to recycling and the manufacturing of handicrafts

### Expected Results

- Refugees more knowledgeable about the existing microcredit programmes
- Refugees prepared for business financial management and knowledgeable about access to banking/financial services
- Banking and financial institutions sensitized and engaged with the financial inclusion of refugees
- Refugee enterprises with more visibility and more access to potential clients
**Theme: Entrepreneurship and Self-Employment**

**Problem**
- Difficulty in accessing entrepreneurship and self-employment

**Vision**
- Refugee population with greater possibility of becoming entrepreneurs and accessing self-employment in a safe and sustainable way, with access to promotion and financial inclusion policies.

- Refugees with access to microcredit programmes and banking services
- Refugees with access to entrepreneurship promotion policies aimed at vulnerable populations
- Federal/state/municipal policies that promote safe and sustainable refugee-inclusive entrepreneurship
- More access to income through entrepreneurship and self-employment, generating more autonomy, formalization of businesses, access to decent housing and social protection (inclusion in the Social Security System)
- More appreciation for the work done by refugees and migrants who work autonomously or on their own, with positive impacts on their mental health

**Actors**
- Federal Government
- State and municipal development secretariats
- Financial Institutions (Central Bank, public banks, digital banks)
- Private Sector
- Kiva
- ABCRED
- ABDE and the Brazilian development system
- IFC
- S System
- R4V Platform
- IDB Lab
THEME: ENTREPRENEURSHIP AND SELF-EMPLOYMENT

INDICATORS

Number of events, workshops and seminars organised

Number of government institutions and NGOs receiving support and technical assistance for the protection and integration of refugees, Indigenous refugees and migrants

Number of refugees, migrants, Indigenous refugees and host community members supported by entrepreneurship and self-employment initiatives
EDUCATION AND PORTUGUESE COURSES
**THEME: EDUCATION AND PORTUGUESE COURSES**

**Problem**
Language barriers faced by the refugee population, hindering access to the labour market, income generation and access to existing public policies and services.

**Vision**
Refugees and migrants with access to education and Portuguese courses through public policies and interventions that promote the mitigation of language barriers, improving social interaction, socioeconomic integration and access to rights.

**Causes**
- Lack of public policies that promote the teaching of Portuguese as a host language.
- Low digital inclusion (internet access is not always a reality, creating challenges for participation in online courses).
- Lack of interpreters and cultural mediators for access to public services.
- Difficulty in transportation and lack of child care support network (hindering attendance to in-person Portuguese courses).
- Educational methodologies inefficient in meeting the refugees’ demands.
- Lack of social interaction with the host community (peaceful coexistence).

**Proposed Actions**
- Advocate to promote and raise awareness about the need to create public policies for the teaching of Portuguese.
- To disseminate knowledge about the validation of diplomas and the Sérgio Vieira de Mello Academic Chair (CSVM).
- To promote the participation of refugees and migrants in the host communities, through the organisation of activities and the development of multicultural methodologies, in dialogue with universities, civil society organisations and education departments at the federal, state and municipal levels.
- To promote the participation of the host community in activities related to linguistic and cultural reception.
- To promote meetings for the exchange of good practices by actors who offer Portuguese courses focused on refugees.
- Engaging the private sector to support Portuguese learning initiatives.
### Problem

**Language barriers faced by the refugee population, hindering access to the labour market, income generation and access to existing public policies and services**

### Vision

**Refugees and migrants with access to education and Portuguese courses through public policies and interventions that promote the mitigation of language barriers, improving social interaction, socioeconomic integration and access to rights**

### Expected Results

<table>
<thead>
<tr>
<th>Engagement and awareness raised about CSVM universities for the validation of diplomas and offer of Portuguese courses expanded</th>
<th>Increase in the offer of Portuguese courses with different methodologies to meet the demands of the refugee population</th>
<th>Higher number of diploma validation processes and expanded qualified access to formal labour opportunities</th>
<th>More local integration and peaceful coexistence with the host community</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private sector engaged in digital inclusion strategies</td>
<td>Higher number of Portuguese-speaking refugees</td>
<td>More digital inclusion for refugees and migrants</td>
<td>Expansion of access to formal labour and existing public services, especially education, and expansion of social interaction</td>
</tr>
<tr>
<td>Governments sensitized on the need to create a public policy for teaching Portuguese as a host language</td>
<td>Improved communication and access to rights by refugees</td>
<td>Public policy focusing on the teaching of Portuguese as a host language created</td>
<td></td>
</tr>
</tbody>
</table>
**THEME: EDUCATION AND PORTUGUESE COURSES**

**Problem**
Language barriers faced by the refugee population, hindering access to the labour market, income generation and access to existing public policies and services.

**Vision**
Refugees and migrants with access to education and Portuguese courses through public policies and interventions that promote the mitigation of language barriers, improving social interaction, socioeconomic integration and access to rights.

**Actors**
- University
- Technical institutes and teaching institutions
- Sérgio Vieira de Mello Academic Chair (CSVM)
- Partner civil society organisations
- Host community
- Refugee and migrant-led organisations
- Education secretariats at the municipal, state and federal levels
- Researchers
- Private sector
- Portuguese teachers
- R4V Platform
<table>
<thead>
<tr>
<th>Indicators</th>
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<tbody>
<tr>
<td>Number of events, workshops and seminars organised</td>
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<tr>
<td>Number of refugees and Indigenous refugees with access to Portuguese classes</td>
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<td>Number of government institutions and NGOs that received support and technical assistance on the protection and integration of refugees, Indigenous refugees and migrants</td>
</tr>
<tr>
<td>Number of refugees and migrants whose diplomas, titles or professional credentials - obtained through higher education or professional schools - were certified, recognized or validated in Brazil</td>
</tr>
<tr>
<td>Number of peaceful coexistence interventions implemented</td>
</tr>
</tbody>
</table>
THEME: WAGED EMPLOYMENT

INCLUSIVE PUBLIC POLICIES
### Theme: Inclusive Public Policies

#### Problem
Lack of public policies adapted and/or sensitive to refugee and migrant issues, leading to social exclusion processes.

#### Vision
Public policies for refugees and migrants formulated and implemented in a participatory manner at the federal, state and municipal levels, prioritizing the regions with the highest numbers of this population in Brazil.

#### Causes
- Lack of knowledge about the refugee population by policy makers and implementers
- Xenophobia, discrimination and racism
- Lack of public consultation instances that can be accessed by refugees
- Lack of prioritization (budgetary, political, etc.)
- Lack of federal guidelines and coordination at the subnational levels
- Lack of mainstreaming of this agenda to various government structures
- Lack of local regulatory frameworks
- Lack of federal guidelines and coordination at the subnational levels
- Lack of public policy continuity (changes in administration, turnover)
- Lack of technical capacity to develop appropriate public policies

#### Proposed Actions
- To raise awareness and train public managers (federal, state and municipal)
- To strengthen the engagement between UNHCR and local refugee and migrant policy committees and councils
- To support the elaboration of a national policy, as provided for in Article 120 of the Migration Law, guaranteeing the budget and technical support necessary for its decentralized implementation in states and municipalities
- To advocate for the inclusion of refugees and migrants in already consolidated social participation spaces, such as health and social assistance councils, among others.
- To strengthen and expand the presence of councils and committees focused on refugee and migrant policies in the National Forum of State Councils and in the Committees for Refugees, Stateless Persons and Migrants (FONACERAM)
- To promote the participation of refugees and migrants in the elaboration of specific policies, through councils and committees focused on this population
- To advocate for the inclusion of refugees and migrants in already consolidated social participation spaces, such as health and social assistance councils, among others.
**Problem**
Lack of public policies adapted and/or sensitive to refugee and migrant issues, leading to social exclusion processes.

**Vision**
Public policies for refugees and migrants formulated and implemented in a participatory manner at the federal, state and municipal levels, prioritizing the regions with the highest numbers of this population in Brazil.

**Expected Results**
- Empowered governments and public servants
- Cross-cutting actions to support refugees implemented at all government levels
- Refugee population engaged/mobilized/integrated and accessing public policies and services
- Institutional arrangement strengthened, with defined roles at each federative level and improved inclusion processes
- National policy for refuge, migration and statelessness established

**Methodology and plans for the elaboration of normative frameworks, in accordance with pre-defined local contexts established**

- Demands of the refugee population voiced in policy-making spaces

**Actors**
- Federal, state and municipal governments and Executive, Legislative and Judiciary branches
- Academia
- Municipal and state councils and committees focused on refugee and migrant policies
- National Refugee and Migrant State Councils and Committees Forum
- Organised civil society
- Organisations led by refugees and migrants
- R4V Platform
**THEME: INCLUSIVE PUBLIC POLICIES**

Lack of public policies adapted and/or sensitive to refugee and migrant issues, leading to social exclusion processes.

Public policies for refugees and migrants formulated and implemented in a participatory manner at the federal, state and municipal levels, prioritizing the regions with the highest numbers of this population in Brazil.

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<tr>
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<th>Description</th>
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<td>Number of government institutions and NGOs that received support and technical assistance for the protection and integration of refugees, Indigenous refugees and migrants</td>
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<tr>
<td>Number of persons and/or organisations trained to promote the integration of refugees and migrants</td>
<td>Number of training and advocacy campaigns carried out</td>
</tr>
<tr>
<td>Number of materials published providing relevant information on integration initiatives to policy makers and other actors</td>
<td></td>
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</table>
5 INTERIORIZATION
### Theme: Interiorization

#### Problem

Persons with specific needs living in emergency shelters, in Roraima, with limited access to the interiorization strategy.

#### Vision

Families and persons with specific needs interiorized and integrated with autonomy and with an improved socioeconomic situation.

#### Causes

<table>
<thead>
<tr>
<th>CAUSES</th>
<th>PROPOSED ACTIONS</th>
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<tbody>
<tr>
<td>Increased number of persons with specific needs in emergency shelters in Boa Vista</td>
<td>To fund reception and integration centres and offer support through cash-based interventions (CBI) to people who participate in interiorization processes not funded by UNHCR</td>
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<tr>
<td>Lack of resources to secure vacancies in reception and integration shelters in destination cities</td>
<td>To offer ongoing capacity-building about exit strategies to reception and integration centres</td>
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<td>Difficulty in designing interiorization and integration processes for persons with specific needs in destination cities</td>
<td>To support community-based protection processes seeking to create a sense of autonomy and community in the search for job vacancies, and to encourage leadership, projects and cooperatives composed of interiorized Venezuelans</td>
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<td>Insufficient public policies for reception and socioeconomic integration in destination cities</td>
<td>To expand employability actions for persons with specific needs through the Companies with Refugees Forum and to mobilize other companies to offer job vacancies through the interiorization modality</td>
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<td>Difficulty in establishing a dialogue, raising awareness and promoting the engagement of public and private actors in the reception and economic integration of refugees and migrants</td>
<td>To support organizations that work with interiorization projects in the inclusion of persons with specific needs</td>
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<td>Lack of monitoring capacity post-interiorization</td>
<td>To implement editions of the Empowering Refugee Women project on an annual basis</td>
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<td></td>
<td>To expand the coordination between municipalities and states, especially through state and municipal committees and councils, prioritizing cities where UNHCR works with implementing partners</td>
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</table>
### Problem

Persons with specific needs living in emergency shelters, in Roraima, with limited access to the interiorization strategy.

### Vision

- Families and persons with specific needs interiorized and integrated with autonomy and with an improved socioeconomic situation.
- To map institutions that have expertise in working with specific audiences and strengthen their capacity to welcome and integrate refugee and migrant populations.
- To promote socioeconomic (income generation/financial management) and professional training, and Portuguese teaching for people with specific needs in Roraima, pre-interiorization.
- To engage with other UN agencies and partner organisations in advocating for the reception of single-parent families with provision of childcare support and development of other employability strategies.
- To invite employers and specialized organizations to promote lectures in shelters on issues related to soft skills, Brazilian labour laws, the importance of formal work, etc.
- Annually conduct focus groups and evaluations with interiorized people to understand their problems, based on a pre-determined questionnaire.
- To implement a panel with information on UNHCR’s interiorization activities.
- To assess the impact of interiorization projects funded or supported by UNHCR.
- To design a continuous post-interiorization monitoring methodology based on the multi-annual planning indicators for the UNHCR Operation in Brazil.

### Expected Results

- Reception centres managed by implementing and operational partners trained in the reception and elaboration of exit strategies, especially for persons with specific needs.
- Annual interiorization of 1,500 people living in emergency shelters in Boa Vista/RR in the institutional and employment based modalities (50% of which are persons with specific needs), faster exit from reception centres, progressive reduction of dependence and strengthening of individual capacities.
- Higher turnover of vacancies, with three months as the average period of stay in shelters.
- Work plans with organisations that implement interiorization projects developed.
- Companies aware of priority profiles and engaged through the Companies with Refugees Forum.
- 100 women per year trained, employed and interiorized through the Empowering Refugee Women Project project.
**THEME: INTERIORIZATION**

**Problem**

Persons with specific needs living in emergency shelters, in Roraima, with limited access to the interiorization strategy.

**Vision**

Families and persons with specific needs interiorized and integrated with autonomy and with an improved socioeconomic situation.

**ACTORS**

- Civil society organisations acting as implementing and operational partners
- Universities
- Federal, state and municipal governments
- Private sector
- Financial institution operating CBIs
- Private Sector
- Host Community
- R4V Platform

- Job fairs promoted in the four locations with implementing partners
- Local actors working with specific profiles - single-parent women-led families, elderly people and people with health conditions - aware about the prioritization of these same profiles in the interiorization of Venezuelans
- Municipalities and states providing more support to organisations that work with the reception and integration of interiorized refugees
- Monitoring methodology to monitor the needs of the interiorized population implemented
### THEME: INTERIORIZATION

Persons with specific needs living in emergency shelters, in Roraima, with limited access to the interiorization strategy...persons with specific needs interiorized and integrated with autonomy and with an improved socioeconomic situation.

#### INDICATORS

<table>
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<tr>
<th>Indicator</th>
<th>Description</th>
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<tr>
<td>Number of people trained to strengthen the environment of protection and lasting solutions for refugees and migrants</td>
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<tr>
<td>Number of interiorized persons directly supported by UNHCR</td>
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<tr>
<td>Number of government institutions and NGOs that received support and technical assistance for the protection and integration of refugees, Indigenous refugees and migrants</td>
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The Livelihoods Unit of UNHCR Brazil recognises the contribution of various individuals and organisations for the development of the Livelihoods strategy. This document was drafted by UNHCR staff, with contributions and comments from partners.

Donor countries of UNHCR in Brazil and global programmes with flexible funding that supports the humanitarian response in the country

UNHCR's private sector donors

UNHCR Brazil is also thankful for the important support of and partnerships with other UN agencies, Brazilian authorities (at federal, state and municipal levels) and civil society organizations working together to deliver the emergency response and in the regular programmes of the Brazilian operation.